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SECRET

INDOCTRINATION

Purpose of Course: To give all incoming personnel an appreciation of the mission, functions and organization of CIA and its relationship to other governmental agencies in the national security structure.

Description of Course: Lectures on the mission, functions and organization of CIA and its relationship to other governmental agencies in the national security structure.

Length of Course: 3 hours

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Offered: Weekly

Date of First Course: November 1951

Number Attending Thru May 1952: (About per month)

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Prospectus: This course will be continued as part of the EOD procedure for incoming personnel in order to acquaint them with CIA.

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ORIENTATION

Purpose of Course: To broaden the scope and comprehensiveness of the information of Agency personnel with respect to the intelligence process and the intelligence community.

Description of Course: Lectures by the Director of CIA, his Deputies, selected Assistant Directors, various Agency experts and one or more prominent governmental officials at or near the cabinet level.

Length of Course: Four 1/2 days.

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Offered: Quarterly

Date of First Course: February 1951

Number Attending Thru May 1952: (About per quarter)

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Prospectus: 7th Orientation course July 8-11. ~~among others, to~~
~~speak.~~

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UNCLASSIFIED TRAINING GROUP A (UTG/A) GENERAL

Purpose of Course: To provide meaningful training for new professional personnel EOD'd on a provisionally cleared basis.

Description of Course: Unclassified lectures in Intelligence, International Relations and General Administration. The Reading Improvement Course is required. Each trainee prepares an area study report.

Length of Course: 6 weeks

Offered: Every 3 weeks

Date of First Course: May 1951

Number Trainees Thru May 1952:

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Prospectus: With personnel policy in effect that personnel will be EOD'd on a provisionally cleared basis only if their services would otherwise be lost to the Agency, the enrollment in UTG/A General is expected to drop off.

→ About per month for total UTG(A) (General + Russian)

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UNCLASSIFIED TRAINING GROUP A (UTG/A) RUSSIAN

Purpose of Course: To provide Russian language training for new professional personnel EOD'd on a provisionally cleared basis when such training is requested by the Office to which such personnel are slotted.

Description of Course: Russian language training with emphasis on reading competence.

Length of Course: 8 weeks

Offered: Every 4 weeks

Date of First Course: May 1951

Number Trainees Thru May 1952:

25X1

Prospectus: With personnel policy in effect that personnel will be EOD'd on a provisionally cleared basis only if their services would otherwise be lost to the Agency, the enrollment in UTG/A General is expected to drop off. But some of the Offices of the Agency, particularly ORR and OSI are detailing on duty personnel to attend the course since it has been shown to be valuable to them because of the performance of former trainees now in their Offices.

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BASIC INTELLIGENCE COURSE, CIA INTELLIGENCE SCHOOL

Purpose of Course: To provide basic training for outstanding new professional personnel recruited by O/TR, and therefore to acquaint them with the field of intelligence and to relate their fields of competence to the field of intelligence so that they may begin to apply their knowledge and skills as professional intelligence officers. This original purpose has been expanded to include all new incoming professional personnel of the non-covert Offices of the Agency.

Description of Course: Lectures on the conflict for world power which is the background for an understanding of the field of intelligence; lectures on the role of intelligence in support of the national security; lectures on the intelligence community itself, its members and their respective missions and functions; lectures on the intelligence process, its nature and the problems peculiar to it. A selected bibliography in the fields of intelligence and international relations is required reading. The Reading Improvement Course is required.

Length of Course: The first three courses were 14 weeks long. The fourth course, beginning 16 July, to which all new professional personnel will be detailed, will be 6 weeks long.

Offered: The long course was offered 3 times yearly. Now the short courses will be offered oftener. How often is not known at present, but probably every 8 weeks.

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Date of First Course: July 1951

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Number Trainees Thru May 1952:

(*about*
per month)

Prospectus: trainees are in process for the Basic Intelligence Course beginning 16 July. It is expected that the enrollment will increase considerably. 25X1
The language requirement (of the first 3 courses) has been dropped. Therefore, the substantive material that can be presented in the short course will be as great as before. And language training, where needed, will be undertaken at a later date, and at the specific request of the sponsoring Office.

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READING IMPROVEMENT COURSE

Purpose of Course: To increase the reading speed and reading comprehension of selected Agency personnel.

Description of Course: Accelerated reading practice using a Reading Accelerator and digit retention exercises using a Tachistoscope. Reading training films are also shown.

Length of Course: One hour a day for 6 weeks.

Offered: Every 8 weeks for on-duty personnel. Other courses given to personnel in UTG/A General and in the Basic Intelligence Course.

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Date of First Course: May 1951

Number Trainees Thru May 1952: total (About per month)

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on duty personnel
 professional trainees
 UTG/A General personnel

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Prospectus: Plans underway for expansion of the Reading Laboratory in order to take care of incoming professional personnel detailed to the Basic Intelligence Course.

LANGUAGE TRAINING CENTER

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Purpose: To provide language training for Agency personnel who should not be sent outside the Agency for security reasons, or who require refresher or maintenance self-study.

Description of Training: The following beginning courses are offered:

German - 3 sections
French
Italian
Russian
Spanish

Advanced training in language is provided in the laboratory by drill work and self-study, using tape recorders. Self-study courses are being carried on in Russian, German, French, Spanish, Italian, Slovak, Dutch, Danish, Japanese, Korean, and Chinese. Language Laboratory open 0700 to 2000 weekdays.

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Number Trainees Thru May 1952: (About per month)

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About student hours per week are spent in the language laboratory.

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Prospectus: The language training Center began operation in March 1952. It is expected that the number of personnel using the center and the number of courses offered will increase as instructors and training materials are available.

EXTERNAL LANGUAGE TRAINING

Purpose: To provide language training, basic and advanced, for selected Agency personnel, who may be sent out of the Agency. Since the establishment of the Language Training Center in the Agency, personnel will be given language training at external facilities when the courses are not available in the Agency or when a more convenient scheduling of courses is available outside.

Description: At [redacted] training is provided in some 18 languages, including Persian, Arabic and Swedish. Agency personnel may be sent, when advisable, to [redacted] 25X1

External language training approvals thru May 1952:

*These figures do not include Russian language training given at [redacted] UTG/A (Russian) personnel and Professional Trainees in the Basic Intelligence Course, CIA Intelligence School. 25X1

[redacted] Don't trust these figures too closely. The records on external language training are somewhat confused and contradictory. At best, these figures are a rough approximation. 25X1

INTRA-AGENCY SUMMER AREA PROGRAM

Purpose of Program: To improve and bring up to date area knowledge already acquired by Agency personnel, to introduce Agency personnel to an area with which they are not familiar, and to strengthen contacts between the agency and scholars engaged in research on problems of interest to the Agency.

Description of Course: A number of university professors are being brought into the Agency in order to conduct area training in the following ~~four~~ ^{three} fields: South East Asia, the Soviet Union, Eastern Europe, ~~and the Far East~~. Each professor is competent in one or more of the fields of economics, political science, anthropology, geography, history, and sociology, in one of the four areas. Each professor is being brought into the Agency as a cleared consultant and an area specialist, and will be available to the division chiefs as a consultant on any problem which may appropriately be referred to him.

Length of Course: 2 hour seminars daily for 8 weeks, beginning 7 July 1952.

Number Trainees to Attend 1952: ^{approximately} trainees from 7 Offices.

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Prospectus: It is expected that the Offices will find this program so valuable that it will be continued on a yearly basis.

FAR East program cancelled

Not3: About personnel were entered in area and language programs, both internal and external, in 1952

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SUMMER SEMINAR ON THE NEAR EAST

Purpose of Course: To provide an opportunity for selected Agency personnel to study in their setting the political, historical, economic, social and cultural institutions of the Near East.

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Description of Course: 2 weeks in Washington for pre-area briefing by
7 weeks of residence at including lectures and seminars on the history, geography, geopolitics and contemporary problems of the Near East, and local field trips

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Length of Course: 12 weeks

Offered: Yearly

Number Trainees 1951:

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Agency Quota: for 1952 -- assigned by

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Number Trainees to Attend 1952:

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Prospectus: It is expected that the Agency will participate in this program on a continuing basis.

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DEPARTMENT OF DEFENSE SCHOOLS

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Purpose of Training: To provide training for selected Agency personnel at various Defense Schools so that they will have a better understanding of the intelligence, command and staff functions of the services, and thereby promote closer coordination between the Agency and the services.

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Description of Training: Attendance at one of the following:

National War College

Industrial College of the Armed Forces

Army War College

Naval War College

Air War College

Associate Intelligence Course, Air Command and Staff School

Naval Intelligence School

Strategic Intelligence School

Counter Intelligence Corps School

Armed Forces Staff College

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Agency Quota: [] total per class. (Breakdown of quota above.) See CIA Regulations

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Number Trainees Thru May 1952: [] total

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National War College

Strategic Intelligence School

Naval War College

Naval Intelligence School

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~~Prospectus:~~ This program is rapidly being implemented. By September of 1952
more Agency personnel will be entered in the service schools, as follows:

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National War College
Industrial College of the Armed Forces
Army War College
Naval War College
Air War College
Associate Intelligence Course, Air Command and Staff School
Naval Intelligence School
Strategic Intelligence School
Armed Forces Staff College

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TRAINING IN THE PERSONNEL POOL

SECRET

In January 1952, O/TR took over the responsibility for training in the Personnel Pool for support-clerical personnel EOD'd on a provisionally cleared basis. An unclassified training program in shorthand, typing, office practice, English usage, and geography was established. Much of the training in the Pool was remedial, to bring support clerical personnel up to acceptable standards of proficiency in the various clerical skills.

Now, because of a recruitment policy directive to the effect that only support-clerical personnel meeting prescribed Agency standards of proficiency in typing and shorthand will be recruited; and because of a modification of the basic objective of the Pool -- to maintain a constant reserve of ☐ support-clerical personnel in order to compensate speedily for clerical attrition in the Agency; the personnel pool will contain only qualified personnel both provisionally and fully cleared.

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All of these personnel will take a training course of at least two weeks duration, at least part of which will be conducted on a classified basis. And satisfactory completion of the training program is necessary for placement within the Agency. At present the planning and implementation of this training program is under way.

CLERICAL REFRESHER COURSE

Purpose of Course: To provide refresher training in designated subjects for on duty support-clerical personnel at the request of the various Offices.

Description of Course: Classes offered in typing, shorthand, accounting, filing, English usage, stenotyping and Agency Office practices.

Length of Course: 3 weeks

Offered: Every 4 weeks

Date of First Course: July 1951

Number Trainees Thru May 1952: (About per month)

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Prospectus: This course has been found valuable to the Offices of the Agency and will be continued and enlarged in response to Office need.

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ADMINISTRATIVE TRAINING PROGRAM

Purpose of Program: To provide additional adequately trained professional level administrative officer personnel to meet increasing operational requirements of the Agency. Therefore to provide training for newly recruited personnel for this project and to provide specialized training for administrative officers presently on duty in order to increase their capacity to perform under the accelerated operational program.

Status: O/TR, in conjunction with the Office of Organization and Management and the General Services Division, has devised a means for approaching the administrative training problem. At the present time plans are under way for a series of conferences led by senior Agency level administrative officers (i.e., the Comptroller, the Director of Personnel, the Chief of Administrative Services and the Chief of Procurement). These conferences will be attended by the senior administrative officer for each of the Offices of the Agency, with his budget officer, personnel officer and supply officer. The conferences will explore those administrative problems which have the most serious effect upon the administration of the Agency at the agency level. Such a series of conferences will result in an identification of those problems which require resolution by simple procedural adjustments and those in which training is required. The Office of Training will then be in a position to design and put into effect training programs to meet the requirements for training indicated by these conferences.

HUMAN RESOURCES PROGRAM

Purpose: To assist personnel with management and supervisory responsibilities to make the best and fullest use of the individuals under their supervision by assisting such personnel to appraise their own work methods, to comprehend the human resources under their supervision, and to apply the simple, well-tried concepts of effective human relations within the framework of a systematically organized program.

Status: It is planned that a Human Resources Program be established; to consist of four 1/2 hour group meetings with small groups of supervisors, a 1/2 hour interview with each supervisor, and a follow-up 1 hour group meeting with the supervisors approximately every 6 weeks for an indefinite period. The program would be instituted slowly, office by office, division by division, until the necessary coverage had been achieved. The group meetings would be conducted by the Chief, Management Training Division, O/TR.

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